Table 1 Employment trends according to gender and ethnicity 2007Q–2009Q4

Gender and ethnicity in the US labour force	*Groups' share in total labour force in 2007 (%)*		*Employment growth 2007–9 (%)*	
	Full time	*Part time*	*Full time*	*Part time*
White				
Men	41.21	23.88	-8.34	18.98
Women	30.36	53.31	-4.41	7.40
Black or African American				
Men	5.11	3.10	-12.93	17.09
Women	5.68	5.59	-7.96	9.19
Asian				
Men	2.36	1.27	-4.58	-3.26
Women	1.89	2.27	-4.40	1.82
Hispanic or Latino				
Men	8.46	3.74	-10.71	62.35
Women	4.92	6.84	-7.61	26.11
	100	100		

Source: CPS (2010) and authors' calculations.

Table 2 Gender earnings gaps (%) in 2007 and 2009 by ethnicity and job tenure

Ethnicity	*Full time*		*Part time*	
	2007	*2009*	*2007*	*2009*
White	20.56	20.83	-8.37	-4.52
Black or African American	11.17	6.28	2.44	12.30
Asian	21.90	18.17	-3.69	3.99
Hispanic or Latino	9.04	10.54	8.22	6.84

Source: CPS (2010) and authors' calculations.
Note: The gender earnings gap represents the difference between men's and women's median weekly earnings expressed as a percentage of median weekly male earnings. Equal earnings are therefore represented by a gender-earning gap equal to 0.

Table 3 Long-run relationships and short-run dynamics of earnings between occupations (VECM1)

Long-run relations:

Coint. equation VECM1

$$manfin = -406 + \underset{0.20*}{0.70}\ prof + \underset{0.45*}{1.75}\ service$$

Short-run dynamics:

VECM1:

$$\Delta manfin = \underset{219.95*}{-761} + \underset{0.19}{0.08}\,\Delta manfin_{t-1} - \underset{0.20}{0.22}\,\Delta prof_{t-1} - \underset{0.53**}{0.77}\,\Delta service_{t-1} + \underset{0.12*}{0.59}\,sales + \underset{0.12*}{0.22}\,constr + \underset{0.37**}{0.55}\,farm - \underset{0.16*}{0.63}\,EC1$$

Adj. R-sq.: 0.45

Notes: Standard errors are below the coefficients with * and ** representing a coefficient significant at the 5 and 10 percent, respectively.

Lagrange-multiplier test for serial correlation of residuals

	Lag	LM-stat	Prob
VECM1	1	10.95	0.28
	2	11.66	0.23

Residual white heteroskedasticity test
Joint test

Chi-square		Prob
VECM1	92.49	0.25

Note: The Lagrange multiplier test, up to four lags, tests the null hypothesis of no serial correlation of the residuals at lag order from one and two. Probs from chi-square represents the probability of estimating a Lagrange multiplier test greater than the observed value under the null hypothesis. The white heteroskedasticity test assesses the null hypothesis of no heteroskedasticity or (no misspecification) of the residuals, where the nonconstant regressors should not be jointly significant.

Table 4 Long-run relationships and short-run dynamics of earnings in managerial and financial occupations between demographic groups (VECM2a andVECM2b)

Long-run relations:

Coint. equation VECM2a

$$wm = -1851 + \underset{0.82^*}{4.44}\, bm - \underset{0.60^{**}}{0.89}\, hm$$

Coint. equation VECM2b

$$wm = -450 + \underset{0.21^*}{1.04}\, wf + \underset{0.20}{0.08}\, bf + \underset{0.34^*}{1.12}\, hf$$

Short-run dynamics:

VECM2a:

$$\Delta wm = \underset{9.63^*}{24} - \underset{0.21^*}{0.46}\,\Delta wm_{t-1} + \underset{0.26}{0.19}\,\Delta bm_{t-1} + \underset{0.13}{0.15}\,\Delta hm_{t-1} - \underset{0.06^{**}}{0.08}\, EC2a$$

Adj. R-sq.: 0.18

VECM2b:

$$\Delta wm = \underset{0.41}{0.41}\,\Delta wm_{t-1} + \underset{0.37}{0.38}\,\Delta wm_{t-2} - \underset{0.98}{1.11}\,\Delta wf_{t-1} - \underset{0.80^{**}}{1.11}\,\Delta wf_{t-2} - \underset{0.19}{0.21}\,\Delta bf_{t-1} - \underset{0.27^{**}}{0.42}\,\Delta bf_{t-2} - \underset{0.37}{0.34}\,\Delta hf_{t-1} - \underset{0.34}{0.23}\,\Delta hf_{t-2} - \underset{0.38^*}{0.88}\, EC2b$$

Adj. R-sq.: 0.26

Note: Standard errors are below each coefficient with * and ** representing a coefficient significant at the 5 and 10 percent, respectively.

Lagrangean-multiplier Test for Serial Correlation of Residuals

	Lag	LM-stat	Prob
VECM2a	1	7.11	0.62
	2	7.33	0.60
VECM2b	1	19.40	0.25
	2	12.65	0.70

Residual white Heteroskedasticity Test Joint test

Chi-square		Prob
VECM2a	59.41	0.12
VECM2b	184.80	0.39

Notes: The Lagrange multiplier test, up to four lags, tests the null hypothesis of no serial correlation of the residuals at lag order from one and two. Probs from chi-square represents the probability of estimating a Lagrange multiplier test greater than the observed value under the null hypothesis. The white heteroskedasticity test assesses the null hypothesis of no heteroskedasticity or (no misspecification) of the residuals, where the nonconstant regressors should not be jointly significant.

Table 5 Long-run relationships and short-run dynamics of earnings in all occupations between demographic groups (VECM3a and VECM3b)

Long-run relations:

Coint. equation VECM3a: $wm = 542 + \underset{0.68^{**}}{0.95}\,bm - \underset{0.90}{0.49}\,hm$

Coint. equation VECM3b: $wm = 42 + \underset{0.22^{*}}{0.86}\,wf + \underset{0.48}{0.21}\,hf$

Short-run dynamics:

VECM3a:

$$\Delta wm = -\underset{0.26}{0.28}\Delta wm_{t-1} - \underset{0.23}{0.15}\Delta wm_{t-2} + \underset{0.41}{0.14}\Delta bm_{t-1} - \underset{0.45}{0.41}\Delta bm_{t-2} + \underset{0.57^{*}}{1.16}\Delta hm_{t-1} + \underset{0.46^{**}}{0.64}\Delta hm_{t-2} - \underset{0.08^{*}}{0.23}\,EC3a$$

Adj. R-sq.:0.22

VECM3b:

$$\Delta wm = -\underset{0.27}{0.08}\Delta wm_{t-1} + \underset{0.77}{0.01}\Delta wf_{t-1} + \underset{0.45}{0.40}\Delta hf_{t-1} + \underset{0.06^{*}}{0.13}\,bf - \underset{0.20^{*}}{0.39}\,EC3b$$

Adj. R-sq. : 0.14

Notes: Standard errors are below each coefficient with * and ** representing a coefficient significant at 5 and 10 percent, respectively.

Lagrange-multiplier test for serial correlation of residuals

	Lag	LM-stat	Prob
VECM3a	1	8.28	0.50
	2	8.50	0.48
VECM3b	1	7.56	0.58
	2	9.12	0.43

Residual white heteroskedasticity test
Joint test

Chi-square		Prob
VECM3a	71.08	0.84
VECM3b	72.73	0.12

Notes: The Lagrange multiplier test, up to four lags, tests the null hypothesis of no serial correlation of the residuals at lag order from one and two. Probs from chi-square represents the probability of estimating a Lagrange multiplier test greater than the observed value under the null hypothesis. The white heteroskedasticity test assesses the null hypothesis of no heteroskedasticity or (no misspecification) of the residuals, where the nonconstant regressors should not be jointly significant.